# NAVAL POSTGRADUATE SCHOOL

**MONTEREY, CALIFORNIA**

# SUPPLEMENTAL TO THESIS (6 OF 10: PDE DATA_GENDER_APP)

**RECRUITING THE CYBER LEADER: AN EVALUATION OF THE HUMAN RESOURCE MODEL USED FOR RECRUITING THE ARMY'S "CYBER OPERATIONS OFFICER"**

by

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|---|---|
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**Approved for public release. Distribution is unlimited.**

| RANK_PDE | PN_SEX_CD | Number | Percent Total | Percent Rank |
|---|---|---|---|---|
| 1LT | F | 6 | 1.609% | 15.38% |
| 1LT | M | 33 | 8.847% | 84.62% |
| 2LT | F | 4 | 1.072% | 11.11% |
| 2LT | M | 32 | 8.579% | 88.89% |
| CPT | F | 11 | 2.949% | 8.59% |
| CPT | M | 117 | 31.367% | 91.41% |
| MAJ | F | 16 | 4.290% | 13.45% |
| MAJ | M | 103 | 27.614% | 86.55% |
| COL/LTC | F | 1 | 0.268% | 1.96% |
| COL/LTC | M | 50 | 13.405% | 98.04% |
| | | 373 | 100.000% | |

| ASG_UNT_MJR_CMD_CD | PN_SEX_CD | n | CMD Percentage | Total Percentage |
|---|---|---|---|---|
| ARCYBER | F | 2 | 8.70% | 0.54% |
| ARCYBER | M | 21 | 91.30% | 5.63% |
| USARCENT | M | 1 | 100.00% | 0.27% |
| USARAF | M | 2 | 100.00% | 0.54% |
| USINSCOM | F | 12 | 19.35% | 3.22% |
| USINSCOM | M | 50 | 80.65% | 13.40% |
| USATEC | M | 1 | 100.00% | 0.27% |
| USAIMCOM | M | 1 | 100.00% | 0.27% |
| DOD AGENCIES | M | 3 | 100.00% | 0.80% |
| SOCCOM | M | 2 | 100.00% | 0.54% |
| DIRECTED MIL OVERSTRENGTH | M | 4 | 100.00% | 1.07% |
| USAREUR | M | 6 | 100.00% | 1.61% |
| 21ST TSC | M | 1 | 100.00% | 0.27% |
| FORSCOM | F | 2 | 6.45% | 0.54% |
| FORSCOM | M | 29 | 93.55% | 7.77% |
| 20TH SPT | M | 1 | 100.00% | 0.27% |
| NETCOM | F | 11 | 10.68% | 2.95% |
| NETCOM | M | 92 | 89.32% | 24.66% |
| JOINT ACTIVITIES (LESS NATO) | F | 1 | 8.33% | 0.27% |
| JOINT ACTIVITIES (LESS NATO) | M | 11 | 91.67% | 2.95% |
| USMA | F | 2 | 7.69% | 0.54% |
| USMA | M | 24 | 92.31% | 6.43% |
| USARPAC | F | 1 | 8.33% | 0.27% |
| USARPAC | M | 11 | 91.67% | 2.95% |
| OSA | M | 1 | 100.00% | 0.27% |
| FEDERAL AGENCIES | M | 10 | 100.00% | 2.68% |
| USASOC | M | 7 | 100.00% | 1.88% |
| TRADOC | F | 7 | 11.67% | 1.88% |
| TRADOC | M | 53 | 88.33% | 14.21% |
| US ARMY WAR COLLEGE | M | 2 | 100.00% | 0.54% |
| US ARMY SECURITY ASSISTANCE CENTER | M | 1 | 100.00% | 0.27% |
| ZZZ | M | 1 | 100.00% | 0.27% |
| | | 373 | | |

| Total Females | Total Males |
|---|---|
| 38 | 335 |
| 373 | |
| 10.188% | 89.812% |

| RACE_CD | PN_SEX_CD | n | | By Race Percentage | Total Percetange |
|---|---|---|---|---|---|
| American Indian/Alaskan Native | F | 1 | 2 | 50.00% | 0.27% |
| American Indian/Alaskan Native | M | 1 | | 50.00% | 0.27% |
| Asian | F | 3 | 33 | 9.09% | 0.80% |
| Asian | M | 30 | | 90.91% | 8.04% |
| Black or African American | F | 9 | 39 | 23.08% | 2.41% |
| Black or African American | M | 30 | | 76.92% | 8.04% |
| Native Hawaiian or other Pacific Islander | F | 1 | 1 | 100.00% | 0.27% |
| White | F | 20 | 275 | 7.27% | 5.36% |
| White | M | 255 | | 92.73% | 68.36% |
| UNKNOWN | F | 4 | 23 | 17.39% | 1.07% |
| UNKNOWN | M | 19 | | 82.61% | 5.09% |
| | | 373 | 373 | | |

| | | |
|---|---|---|
| DOD Officer Percentage | F | 17.0% |
| | M | 83.0% |
| Army Officer Percentage | F | 16.8% |
| | M | 83.2% |